

## **Intent**

The intent of this policy is to define the appeals process for candidates in cases of Adverse Decisions.

## **Scope**

The policy applies to all Adverse Decisions, excluding decisions with respect to the timeliness of applications, scoring, or reporting of the examinations.

## **Definitions**

Adverse Decision – an unfavorable ruling regarding an individual's application for certification or recertification, request for an accommodation in the administration of an examination, cancellation or revocation of examination results, or any disciplinary action, including, but not limited to, revocation or suspension of certification.

## **Policy**

### *Notice of Adverse Decision*

When the National Registry makes an Adverse Decision, the Executive Director or designee shall send the individual a statement that includes:

- a. The action taken.
- b. The reason(s) for the action or ineligibility.
- c. If applicable, a statement explaining the alleged violation of any of the National Registry's rules, policies, or standards.
- d. The time period in which the individual may appeal.
- e. Any additional information deemed appropriate.

### *Appeal Process*

An applicant or registrant who is subject to an Adverse Decision may appeal the decision by mailing a Notice of Appeal to the National Registry within forty-five (45) days of the date that such decision was mailed (based on postmark or electronic equivalent). The Notice of Appeal must contain the individual's statement of the basis of the appeal, as well as any documents in support of the appeal.

The procedure for the Appeal is as follows:

- a. Upon the National Registry's receipt of a Notice of Appeal, the Executive Director or designee shall consider any additional information submitted by the individual in support of the appeal and conduct any further investigation as appropriate.
- b. If the Executive Director or designee grants the appeal, the individual shall be notified in writing.
- c. If the Executive Director or designee denies the appeal, the affected individual shall be notified in writing and informed that:
  - i. they have forty-five (45) days from the date the denial was mailed (based on postmark or electronic equivalent) to appeal the denial to the Appeals Panel and
  - ii. that they must provide any supporting statement or documentation for the appeal.
- d. Upon receipt of a notice of appeal, the Appeals Panel shall consider any additional information submitted by the individual in support of his or her appeal and make such further investigation it deems appropriate.
- e. If the Appeals Panel grants the appeal, the Executive Director or designee shall notify the individual in writing.
- f. If the Appeals Panel denies the appeal, the Executive Director or designee shall notify the individual (by certified mail, return receipt requested), and inform the individual that:
  - i. The individual has forty-five (45) days from the date the decision was mailed (based on postmark) to appeal the decision and provide any supporting statement or documentation for the appeal. The request for appeal must have postmark or electronic equivalent within 45 days of the postmark of the decision.
  - ii. If an appeal is made, a hearing will be held before a Hearing Panel.
  - iii. The individual may appear at the hearing in person (at his or her own expense) and produce evidence on their behalf, including submission of written supporting statement and/or documents. Remote participation by electronic means is not allowed.
  - iv. The individual may be represented by legal counsel at his or her own expense.

### *Hearing Process*

If there is an appeal for a hearing, the Chairman of the Board of Directors shall designate a Hearing Panel consisting of three (3) members of the Board of Directors who are not on the Appeals Panel. The

Chairman of the Board of Directors shall designate one of the members of the Hearing Panel to chair the hearing.

- a. The Hearing Panel shall convene at a site designated by the National Registry.
- b. The Executive Director shall send the individual by certified mail, return receipt requested, a Notice of Hearing.
- c. The Notice of Hearing shall include a statement of the time and place of the hearing.
- d. The individual making the appeal must confirm in writing his or her attendance at the hearing no later than seven (7) days before the date and time of the scheduled hearing.
- e. The Hearing Panel shall determine all matters relating to the hearing by majority vote. A written record shall be made of the proceedings and shall be available to the individual at a reasonable cost following the hearing.

### *Evidence*

Formal rules of evidence shall not apply.

All information related to the allegations shall be admissible at the hearing, notwithstanding the admissibility of the evidence in a court of law. The purpose of the hearing is to assemble as much information as practical regarding all material aspects of the situation, and the Hearing Panel shall be entitled to consider any information of the type normally relied upon by reasonable individuals in the conduct of important personal matters.

Disputed questions shall be determined by majority vote of the Hearing Panel.

### *Decision*

The decision of the Hearing Panel shall be made by a majority vote and rendered in writing following the hearing. The decision shall contain the basis for the determination to uphold, modify, or overrule the decision of the Appeals Panel. It shall be transmitted to the individual by certified mail, return receipt requested. The decision of the Hearing Panel shall be final and binding.

### *Release of Information*

The appeals policy authorizes the National Registry and its agents to communicate all information relating to National Registry application, registration and review, including outcome of disciplinary proceedings, to appropriate state and federal authorities.

### *Certification Status Pending Appeal*

Excepting cases of summary suspensions as provided in the Disciplinary Policy, a registrant's designation as certified by the National Registry shall not be changed pending the opportunity for the registrant to appeal to the Appeals Panel a decision of the Executive Director to suspend or revoke his or her certification.

Upon the denial by the Appeals Panel of an appeal of the Executive Director's decision to suspend or revoke a registrant's certification, the registrant's certification shall be designated in the National Registry's database as suspended.

A registrant shall not be removed from National Registry's database as a registrant until the exhaustion of all appeals or the expiration of the time in which to appeal a decision denying recertification or revoking certification.

### **Rationale**

A fair and expeditious appeals process is an essential part of due process requirements to protect registrants from arbitrary decisions.

### **Related Policies and Procedures**

51.02 - Disciplinary Actions

### **References**

None

### **Document History**

2018-11-13      Approved by Appeals Panel

2018-11-14      Approved by the NREMT Board of Directors